



Professional Learning Community (PLC) Series for Directors & Administrators Winter 2023

PLC Leadership Series	Date	Time
These Are the Director Skills You Need to Thrive in the New Canadian Childcare System!	Jan 24 & 31, 2023	7-8 pm

Changes are coming soon to the Canadian Childcare System. The important, and already challenging, role of the early childhood director is taking on new dimensions. While sources of revenue may ease, managing expansion of childcare slots, staff and expectations will present new challenges. Now is the time to assess your own skill areas and build competence and confidence to successfully manage your changing organization and accountabilities, with special focus on managing time and finances through this evolutionary time. Get ahead of coming changes and be a well prepared leader in the roll-out of a new childcare system.



In this series participants learn through:

- Identify essential skills for effectively leading and managing an early childhood organization
- Explore anticipated changes in the director's role and essential skills with anticipated changes to the Canadian childcare system
- Self-Assess own current levels of organizational, management, leadership and financial skills
- Create a personal professional development plan based on self-assessment and emerging skill needs
- Enhance essential skills in two commonly needed skill development areas - time management and financial management

Register at: <https://arcqe.ca/events/#id=186&cid=1004&wid=201>

All sessions are hosted online on ARCQE's Zoom virtual platform.

All ARCQE PLC series are **approved for PD funding including Release Time.**

For more information on PD funding, please click [HERE](#).

Contact Info
Suite 315, 11150 Jasper Ave
Edmonton, AB T5K 0C7
Phone: 780.421.4930
E-mail: info@arcqe.ca





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Series for Directors & Administrators
Winter 2023**

PLC Finance Series	Date	Time
When Mission Matters, Money Matters: Align Your Mission and Financial Model	Feb 14 & 21, 2023	10-11 am

Your mission is quality care and education for children. Sustainable finances are the foundation which supports that mission, enabling you to attract and retain a well-educated staff, to support an enriched learning environment, and to build an effective organization to serve families and your community. In this workshop, explore six key metrics to enhance your business and develop strategies toward your own management and leadership goals.



Workshop Learning Objectives:

- Identify the mission statement and its importance to an organization
- Explore components of a balanced business model for enrollment, staffing, and finances
- Identify six key operational metrics that support a financially sustainable organization
- Review the current business model of an organization
- Develop three strategies to strengthen financial support for the organizations mission

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PLC Leadership Series	Date	Time
NEW! Attract and Retain an Engaged Staff Team	Mar 14 & 21, 2023	10-11 am

Highly engaged staff are vital to quality educational programs and stable organizations. Examine the Retention=Equation™ with actions that build staff attraction and high retention while designing a staff engagement plan to fit your own staff teams.

In this series, learners will:

- Explore the concepts of high-level staff engagement
- Identify key points for attracting staff members who share mission values
- Formulate staff turnover rates in staff positions and create options for increased retention

Design a staff engagement plan with specific monetary and non-monetary initiatives for leaders and staff teams using the Retention=Equation™



*This series is approved for PD funding and Release Time for **Level 3** educators only.

Testimonials from PLC participants

- *"Karen taught me to be a successful director! I attended her workshop series and learned about finance, leadership and management and have used the information throughout in my career" – Jill K.*
- *"Thank you so much for sharing your wealth of knowledge. Probably my favorite part of working in early childhood is the support from the other workers and experts in our field. I appreciate you so very much." – Heidi J.*

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The Alberta Resource Centre
for Quality Enhancement

Training Design & PLC Expectations

Professional Learning Community (PLC) Series for Directors & Administrators Winter 2023

- In each series, participants learn through:
 - Expert facilitated interactive online sessions
 - Readings targeted to reinforce learning
 - Self study to complete between sessions with your own individual planning work
 - Individualized feedback on your work
- For the series, participants commit to: **A minimum of 4 hours of training with two 1-hour facilitated group sessions and at least 2 hours of individualized work** to be discussed in the online sessions.
- Participants **must commit to participating in both sessions** as PLC dialogue is scaffolded on prior readings and discussions.
- All PLCs will consist of only 10-14 participants in order to enhance participation and meaningful group dialogue!



These PLC series are designed and facilitated by Karen Foster-Jorgensen, of Optimire Consulting and Training, Inc. and ChildcareDirector.com.

Karen is an early childhood business consultant and trainer who presents on financial and director success throughout North America. Appreciating broad perspectives on our field.

Karen is the Canadian national representative to the World Forum on Early Care and Education. Her newest book on early childhood finance, "It's More About Strategy Than Math: Financial Success in the Childcare Business!" is coming soon. Visit Karen's website and blog for more early childhood business resources at ChildcareDirector.com.

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